

Department of DOC-ICIW (249) Facts – FY '07

http://www.doc.state.ia.us/



General Information

Address: 300 Elm Avenue, SW
PO Box 1338
Mitchellville, IA 50169

Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 194	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 8.37
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Span of Control: 9.55	% Performance Evaluations Completed: 86.2%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	5	45-54	60	<25	0	45-54	10	# of Females:	98	# of Males:	96
25-34	38	55-64	26	25-34	0	55-64	2	% of WF:	50.52%	% of WF:	49.48%
35-44	61	65+	4	35-44	7	65+	0	Average Age:	44.07	Average Age:	44.01
Employee Average Age: 44.04				Supervisor Average Age: 46.93				Average Length of Service: 8.91		Average Length of Service: 7.81	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	21	# of African-American:	12	# of Non-minorities:	171
% of Workforce:	10.82%	# of Asian:	1	% of Workforce:	88.14%
Average Age:	38.51	# of American Indian:	2	Average Age:	44.61
Average Length of Service:	8.14	# of Hispanic or Latino:	6	Average Length of Service:	8.38

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	7	# of Persons With Non-Disabilities:	161
% of Workforce:	3.61%	% of Workforce:	82.99%
Average Age:	50.23	Average Age:	43.52
Average Length of Service:	13.54	Average Length of Service:	7.71

Officials/Administrators EEO Category 1: 17	Professionals EEO Category 2: 37	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 124
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 7	Skilled Craft EEO Category 7: 8	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 13	Transfer In: N/A
Retirements: 0	All Terminations: 4	Voluntary Quits: 4	Transfer Out: N/A

# of Classes Used: 35	Most Populous Classes: Correctional Officer (113), Correctional Counselor (13), Registered Nurse (11)		
Separations - By Class:	Correctional Officer (6), 5 classes with 1 each		
# Eligible for Retirement:	17 in the next 5 years	% Eligible: 8.76%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$21,105.38	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$9,310,934.44	Avg. Base Salary: \$46,682.17	Overtime Days Worked: 465.0
Overtime Cost: \$115,021.15	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$814,377.70	Vacation Pay - Earned Value: \$625,910.55	Vacation Days Earned: 3,476.8	Vacation Used Expense: \$563,453.91	Vacation Days Taken: 3,041.5
Workers' Comp Days Used: 643	Sick Leave Days Earned: 3,340.5 Sick Leave -Earned Value: \$579,629.95	Reg. Sick Leave Used Expense: \$351,318.84	Reg. Sick Leave Days Used: 1,970.9 Avg. Sick Leave Days Per EE: 10.16	Converted Sick Leave To Vacation Days Used: 302.5 Converted Sick Leave To Vacation Used Expense: \$64,174.12
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 2 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$14,731.00	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$19,859.85	Funeral Days Used: 112.2	Extraordinary Pay: \$667.20		
Jury Leave Used Expense: \$535.60	Jury Leave Days Used: 3.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	Minorities: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	PWD: Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A
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Sources: AS400 Queries; "Just the Facts for FY'07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 15, 2008